



**BCSC Full Council Meeting Summary**

**August 12, 2020**

**12:15 p.m. to 1:30 p.m.**

**Zoom**

**In Attendance:**

Omunu Abalu	Shelby Javernick	Mark Palacio Sr.	Barry Sparks
Chantal Baca	Vanessa Luna	Cayla Paulson	Elyse Sutton
Alisha Bennett Stewart	Alex Macmillan	Betty Rasmussen	Lauren Tomkinson
Kati Monday	Grace Maniscalco	Ron Richter	Josh Turnquist
Crystal Cyr	Quiana Martin	Leslie Safadi	Eryn Van Poole
Kelsey Draper	Chris Muldrow	Hannah Simonson	Dylan West
Jasimine Evans	Cameron Najera	Alan Slinkard	Shing Kit (Jackie) Wong
Donna Hamm Reilly	Jan Owens	Clara Smith	Danielle Young

**Not in Attendance:** Natalia Johnston, Mignon Macias, Blake McAllister

**Guests:** Lisa Landis, Lauren Thompson, Andres Ramella, and Anthony Pinter

**Call to order:** 12:20 p.m.; quorum.

**Approval of Minutes:** Moved to approve July 2020 Meeting Minutes

Approved by general consensus

**Announcements/Chairs' Report:**

- Tri-Chairs have been working on dividing their responsibilities to help organize.
  - Shared responsibilities:
    - Rotate chairing the Full Council meetings
    - Support assigned committee meetings (Chris - Elections, Dylan - Communications, Shelby - Inclusive Excellence)
  - Separated responsibilities:
    - Dylan - Internal - Officers/ExCom/Lauren
      - Chair the EC meetings
      - Primary communicator with Lauren for co-chair requests and council activities
      - Officers' and ExCom's primary entry point to the co-chair team
      - Sends communications to the Officers/ExCom
      - Leads "The Pulse" with Secretary
    - Shelby - Internal - Committees and Reps
      - Reps' (non-Officers/ExCom) primary entry point to the co-chair team
      - Sends communications from the co-chairs to the full council
      - Works with Committee Chairs for any pending resolutions originating in committee
      - Primary attendee for non-assigned committee meetings if needed
      - Manager of committee budget concerns
    - Chris - External
      - Primary attendee for external meetings (Shared Governance, AVC Mtg, BFA ExCom) (as needed: CUSG, GPSG, BFA General Assembly)
      - Primary communicator for Shared Governance relationships - interactions between BCSC and Administration, BFA, CUSG, and GPSG
        - Work with the delegates to these bodies for communication and collaboration



- Primary liaison with Lisa Landis, Katherine Erwin, and Pat O'Rourke
- Shared Governance and Campus Partners:
  - Training and focus on racial discrimination
  - Leadership wants to hear from campus groups
  - Board of Regents want to hear from campus groups
  - Teresa Hernandez is now in a new roll looking for diversity in the talent search for HR
  - Admissions: campus visits in fall and consistency in similar jobs across campus being asked to come back to campus.
    - Some rolls have been asked to come back whereas other, similar positions, have not
    - HR working on building more consistency in how that policy is being applied across campus

#### **Vice-Chairs Report:**

- First Speaker Series: 282 people showed up
- Haven't started working on the next one yet, but we have a list of about 6 speakers as ideas for the next Speaker Series
- It was a good space for Pat to address the concerns
  - A lot of questions were brought back to the directors, but it was a good space to get those asked

#### **Treasurer's Report:**

- If we put everything in we will be \$27,128 in the red
- The budget situation for the university is still very uncertain for FY21
  - We'll new more after the census date
  - If we are looking at this deficit we'll have to use half of our R & R to cover it
  - In the fall semester we would propose to look at half the budget now and then look at it again in December
- We want to use our budget, but we also want to be sustainable
  - Column K is what was asked for last year
  - I hope everyone is not feeling blindsided by this, but being aware that in the past few years we've dipped into the R&R a lot.
    - Protect the R&R more than we have in the past to protect the Staff Administrator salary
  - We don't know what Spring is going to look like, there is just so much uncertainty
  - Today approve half of the budget allows committees to start doing work and allow us to see what our actual spend is
    - If other things do come up this fall engage with Shelby to work on what the next step would be
- This will allow us to see how campus will be looking for the remainder of the year
- Executive Committee will take this up for discussion at the August 26, 2020 Executive Committee meeting.

#### **Secretary's Report:**

- No one added anything to the pulse this week, but if you do have anything to share out that form is available
- If you haven't submitted your delegate report please do so soon

#### **Parliamentarian Report:**

- We didn't ask for any abstains for Council members on adopting the meeting minutes
- As parliamentarian I have some concerns that Roberts Rules come from a culture of white supremacy so if anyone knows of any alternative avenues we can explore, please let us know.
  - Plenty of room for improvement, but it seems to be the best option available at this time
  - It is about inclusiveness



### Human Resources Report:

- Updating the website continually
  - If you are downloading anything from the website be cautious with that
  - Includes policy compliance
- Trying to figure out which staff are going to be on campus by numbers and then by duties
- If you hear from anyone on concerns about coming back to campus please reach out to Lisa
  - The decision ultimately comes from directors, but we might be able to help
- OIEC training, Title 9 changes went into effect in August
  - All faculty/staff
- Equal Pay Act will go into effect January 1
  - If you have questions please let us know
  - More information will be coming out soon
- Sick leave legislation, says all employees will be able to accrue sick leave
  - Need to figure out how to do that in a policySick Leave Legislation: [https://leg.colorado.gov/sites/default/files/2020a\\_205\\_signed.pdf](https://leg.colorado.gov/sites/default/files/2020a_205_signed.pdf)

### Staff Council Administrator Report:

- Nothing new

### UCSC Report:

- Resolution by Regent Kroll to talk about diversity and inclusion
  - Shot down an into a committee, but still in talks
- Got approval for a part time Admin for UCSC
- Discussed 5% budget cuts, in UCSC it is being taken from travel and food for events
- Talk that some staff will need to stay home to tutor kids and the affect that will have on leave
  - We would like to keep it on our radar
- Concern that will not be an enforcement of PPE on campus
  - If certain people will be required to be the “mask police” and who would enforce those policies
- Nominations for Staff Awards:
  - Working on if we have a list of the candidates that were nominated previously so we don’t double up
  - Tara will share that with Lauren and Lauren will share it out
- [The Regent meetings are mostly open to the public and they are all recorded](#)

### New Business:

- Motion to add Representatives to Council for the remainder of FY21:
  - Discussion: Amend to say the remainder of year instead of current year on the verbiage
  - They would be designated as Appointed At-Large
  - Vote:
    - Amendment Passes
    - Motion to approve amended
      - 22 yes votes, motion passes
- Motion: That a prominent banner be added to all future Staff Council electronic communications (emails, newsletters, and the SC webpage home) regarding our continuing commitment to antiracism efforts, and the exact wording and design of the banner be tasked to the Inclusive Excellence committee.
  - Inclusive Excellence will look into this and bring it back at a later time
  - Discussion: It is important to put this front and center
    - It is important, but it needs to be done in the right way and planned out
    - Inclusive Excellence Committee is supportive, but agrees it needs to be planned out



# Staff Council

UNIVERSITY OF COLORADO **BOULDER**

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**Adjournment:** 1:30 p.m.

Respectfully submitted,  
Lauren Thompson  
Staff Council Administrator  
Boulder Campus Staff Council